Hagay Elbaz

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Summary

HRIS & Oracle Fusion HCM Project Lead with hands-on experience leading Oracle Fusion HCM implementation, support, integrations, reporting, and process automation for an organization of approximately 7,000 employees. Proven ability to design and maintain HCM interfaces with payroll, databases, APIs, and enterprise systems. Strong technical-functional expertise combining business analysis, Oracle HCM configuration, software development, and system integration. Self-taught developer with strong problem-solving skills and a passion for continuous learning and process improvement.

Skills

- Oracle HCM / HRIS: Oracle Fusion HCM, HDL, HCM Extracts, Fast Formulas, REST APIs, OTBI, BI Publisher, Dashboards, Value Sets, Autocomplete Rules, Workflows, Security Roles, Payroll Integrations, Data Maintenance, Oracle HCM Sandboxes.
- Integration & Reporting: HCM Interfaces, API Integrations, Database Integrations, Data Mapping, SQL Reporting, Dashboard Development, Data Validation, Troubleshooting, Production Support.
- Programming & Technical: SQL, Java, Python, JavaScript, React, Node.js, Spring Boot, VBScript (VBS), JSON, XML, Automation Tools.
- Project Management & Analysis: Requirements Gathering, Functional Design, Process Improvement, Stakeholder Management, Documentation, Cross-Team Collaboration, Root Cause Analysis.

Experience

Shaare Zedek Medical Center – HRIS / Oracle HCM Project Lead

2024 – Present

- Led the implementation, enhancement, and daily management of Oracle Fusion HCM supporting approximately 7,000 employees.
- Designed, developed, and maintained HCM interfaces between Oracle Fusion HCM, payroll systems, databases, APIs, and other enterprise systems.

- Developed and supported integrations independently, including troubleshooting, enhancements, testing, and production support.
- Built and optimized OTBI, BI Publisher, SQL reports, and dashboards to support HR, payroll, and management decision-making.
- Configured and maintained Oracle HCM components including HDL, HCM Extracts, Fast Formulas, Value Sets, Autocomplete Rules, Security Roles, and Workflows.
- Improved HR processes through automation and workflow optimization, reducing manual effort and increasing data accuracy.
- Defined HR and payroll requirements, prepared functional specifications, and collaborated with stakeholders to deliver business solutions.

Shaare Zedek Medical Center – Data Analyst

2023 – 2024

- Developed and maintained salary, attendance, and workforce reports for payroll and compliance purposes.
- Conducted payroll controls and workforce data analysis to identify trends, risks, and process improvement opportunities.
- Supported HR and payroll teams through reporting automation and data validation activities.

Education

Hadassah Academic College

BS in Computer Science – Expected Graduation 2026

- Specialized in software development, client-server architecture, and system programming.
- GPA 95%+ in programming courses (Java, C, C++, Python, SQL).
- Strong foundation in operating systems, OOP, and multithreading.

Projects

- MortgageIL: Web application for mortgage management.
- Personal Website: hagay-elbaz.com – showcases software development projects.